

### **Consent for Disclosure of Personal Information for Background Checks**

Disclosure Regarding Employment Background Report (U.S. Residents Only)

IRIS Software, Inc. ("the Company") may obtain from Sterling Talent Solutions and its parent, affiliates and subsidiaries ("Sterling"), 200-19433 96th Ave., Surrey, BC, Canada V4N 4C4, (866) 455-5671, www.sterlingtalentsolutions.ca, a consumer report and/or an investigative consumer report ("Report") that contains background information about you in connection with

Candidate Signature:	Date: (dd/mm/yyyy)▼ 31/01/2018
	Date (Address to No.
☐ By clicking this box, you confirm that you have read and understand the Disclosure above.	
investigative consumer Report is obtained, in addition to the description above, the nature and be employment verifications and references, or personal references.	scope of any such Report will
federal and state law. This information may be obtained from public record and private sources government agencies and judicial records, former employers and educational institutions, and	s, including credit bureaus, other sources. If an
information; criminal and other public records and history; public court records (e.g., bankruptci motor vehicle and driving records; educational and employment history, including professional drug/alcohol test results; and Social Security verification and address history, subject to any lim	disciplinary actions;
disclosure or obtaining additional consent. The Report may contain information about your cha personal characteristics and mode of living. The Report may include, but is not limited to, credi	racter, general reputation, t reports and credit history
your employment or employment application. If you are hired, to the extent permitted by law, the Sterling Talent Solutions further Reports throughout your employment for an employment purpose.	



# **Consent for Disclosure of Personal Information for Background Checks** Do you currently reside in the United States? 🗌 Yes 🔽 No Authorization to Obtain Employment Background Report (U.S. Residents Only) I have read the Disclosure Regarding Employment Background Report provided by the Company and this Authorization to Obtain Employment Background Report. By clicking below and providing my signature at the end of this interview, I hereby consent to the preparation by Sterling Talent Solutions of Reports regarding me and the release of such Reports to the Company and its designated representatives, to assist the Company in making an employment decision involving me at any time after receipt of this authorization and throughout my employment, to the extent permitted by law. To this end, I hereby authorize, without reservation, any state or federal law enforcement agency or court, educational institution, motor vehicle record agency, credit bureau or other information service bureau or data repository, or employer to furnish any and all information regarding me to Sterling Talent Solutions and/or the Company itself, and authorize Sterling Talent Solutions to provide such information to the Company. I agree that a facsimile ("fax"), electronic or photographic copy of this Authorization shall be as valid as the original. I acknowledge receipt of a copy of the Consumer Financial Protection Bureau's "Summary of Your Rights under the Fair Credit Reporting Act". ☐ By clicking this box, you confirm that you have read and understand the Authorization above and consent to Reports being prepared and release to the Company. ☐ By clicking this box, you confirm that you are a resident of California and have read and understand the California Disclosure Regarding Employment Background Report above and consent to Reports being prepared and released to the Company. Residents of the following states, please indicate below if you would like to receive a free copy of any Report obtained by the Company from Sterling Talent Solutions: California, Massachusetts, Minnesota, New Jersey, Oklahoma ☐ Yes ☐ No Candidate Signature: Date: (dd/mm/yyyy) ▼ 31/01/2018



#### Consent for Disclosure of Personal Information for Background Checks

**Privacy Notice** 

To evaluate your suitability for employment or another business relationship, IRIS Software, Inc. ("the Company") will ask Sterling Talent Solutions and its parent, affiliates and subsidiaries ("Sterling", "we" or "us") to create a background check report or reports ("Reports") consisting of one or more background check services ("Services"). Collection: We may collect the following types of personal information about you: identification information and documents; address history; police records; court records; employment history, including fiduciary or directorship responsibilities; education history; financial information, including credit history, bankruptcy and financial judgments; driving records; membership, registration or disciplinary action with regulatory or professional bodies; inclusion on watch or sanctions lists; social media activity; mentions in online or print media; or opinions about your performance, qualifications and character. We may collect personal information directly from you, the Company, or third parties such as police, courts, employers, educational institutions, consumer reporting agencies, government agencies, regulatory or professional bodies, references you provide and publicly available print or online sources. We may compare information received from different sources for consistency. The exact types and sources of personal information will depend on the Services requested by the Company. Use: Our data entry, order fulfillment, quality assurance, client service, finance and compliance teams may use your personal information to complete Services, prepare Reports and communicate with you or the Company. These teams include our employees in Canada, the Philippines, India and the United Kingdom. Personal information may be transferred to additional countries if we need to collect personal information from those countries or use a language other than English or French. Wherever your information is transferred, it will be handled in accordance with our privacy and security policies and Canadian laws, but it may also be subject to foreign laws. Disclosure: We will disclose your personal information to the Company. We may also disclose information, such as your name, date of birth, identifying numbers, signature, contact information, and relationship with the Company, to third parties as necessary for them to provide your personal information to us. Storage and retention: We will store your personal information on servers located in Calgary, Alberta, Canada. We will keep your personal information for as long as we need it to complete the Services, deliver and maintain Reports for the Company and fulfill our legal and contractual obligations, after which it will be destroyed. Your rights: You have a right to access your personal information, dispute its accuracy or completeness, be told its sources and to whom it has been disclosed, and modify or withdraw your consent for its collection, use and disclosure. You have a right to ask questions or complain about how we handle your personal information. To do any of these things, contact one of our Privacy Analysts at privacy@sterlingts.ca, 1-866-455-5671 or Suite 200, 19433 96 Ave, Surrey BC V4N 4C4. For more information about our privacy and security policies, go to www.sterlingtalentsolutions.ca/privacy. To understand what Services will be ordered, why Reports are being requested, what will be done with personal information disclosed to the Company, or the consequences of not providing your personal information, please speak to your contact with the Company.

Consent for Collection, Use and Disclosure of Personal Information

By clicking below and providing my signature at the end of this process, I acknowledge that I have read the privacy notice above and consent to the collection, use and disclosure of my personal information as described in it, effective immediately and continuing for a period of one (1) year. I certify that personal information provided to Sterling Talent Solutions and the Company is complete and accurate to the best of my knowledge, and I understand that providing inaccurate, incomplete or misleading information may disqualify me from consideration by the Company.

☑ By clicking this box, you confirm that you have read and understand the Privacy Notice and consent to the collection, use and disclosure of your personal information as described in it

Given Name(s): ▼			MiddleName(s): ▼				
Ral	nul						
Surname: ▼		Maiden Name:	▼		Gender: ▼		
Srivastava					Male	Femal	e Other
Onvastava	· · · · · · · · · · · · · · · · · · ·			1			o <u> </u>
Given Name Alias: ▼	Middl	e Name Alias: ▼		Surname A	Alias:▼		
Current Address: ▼				From: ▼		To:▼	
B-	B-110 New Ashok Nagar, I			2	013-1	10. 4	
Unit Number	Street Number		Street Name	уууу	mm	уууу	mm
Current Address Continued: ▼ Delhi	National Capital 1	Territory of Delhi	India			110096	
City	T Provin	000	Country	Postal Code			
			Country	From: ▼			
Previous Address – if less than 5 years ago: ▼ Wajir Gunj Chela Chawani		Faizabad U.P.			989-3	To:▼ 201	2-12
Unit Number	Street Number		Street Name	уууу	mm	уууу	mm
Previous Address – Continued: ▼ Faizabad	Uttar Pr	adesh	India			224001	
City	Province		Country		Postal Code		
Telephone Number: ▼ 91 971820 5580	Alternative Telephone Number: ▼		Email Address: ▼ rahul.srivastava@irissoftware.com		Position Applied For: ▼ Senior Technical Consultant		
Candidate Signature:	h				Date: (dd/mr	m/yyyy).▼ 31/01/2018	



## Consent for Disclosure of Personal Information

	Employment References								
C	Given Name(s): ▼ Rahul		Middle Name(s	s):▼		Surname: ▼ Srivastava			
٨	/laiden Name:▼	Given Name Al	ias:▼	N	/liddle Name Alias:▼	Surname Alias: ▼			
my the	performance, qualifications and c	haracter, and discontact informatio	close this inforn n for this purpo	nation to those and ha	e Company. I certify that to ve obtained their consent to	It my employment history and their opinions about he references are genuine, and that I have notified to do so. I understand that attempting to provide			
	DO NOT list employers	or people you	do not want			tact all references listed below.			
	Name of Company you worked a	at with the Refere	nce:	F	TIS				
	Reference's First Name: Pankaj		Reference's	Reference's Phone Number: 91 93103103 91					
	Reference's Position: Senior S	oftware develope	r		Reference's Email Addr pa	·ess: ankaj.sharma2@fisglobal.com			
1	Related to the Referee? Yes, I am r	elated to the refe	ree		Relationship with the Re	eferee: Direct Supervisor			
	Candidate's Position: senior softwa	re developer		Location	: (City and/or Region)	noida sector 126			
	Starting Date: (YYYY/MM) 2016-3	Ending Date: (YYY	YY/MM)	Reason	or Leaving:				
	Current Employer Reference:	Yes No							
	Name of Company you worked a	at with the Refere	nce:	F	is				
	Reference's First Name: Neeraj		Reference's		ne: Reference's Phone Number: 91 99901464 40				
	Reference's Position:  Technical Lead  Reference's Email Address: neeraj.girdhar@fisglobal.com								
Related to the Referee? Yes, I am related to the referee Relationship with the Referee: Direct Supervisor						eferee: Direct Supervisor			
	Candidate's Position: Senioer Softwa	are Developer		Location	ration: (City and/or Region) Nodia sector 126				
	Starting Date: (YYYY/MM) Ending Date: (YYYY/MM) Reason for Leaving:								
	Current Employer Reference:	Yes No							
	Name of Company you worked a	at with the Refere	nce:						
	Reference's First Name: Prashant		Reference's		e: upta	Reference's Phone Number: 91 98713566 44			
	Reference's Position:				Reference's Email Address: prashant.gupta@fisglobal.com				
3	Related to the Referee? No, I am not	to the Referee? No, I am not related to the referee			Relationship with the Referee: Direct Supervisor				
	Candidate's Position:			Location	on: (City and/or Region)				
	Starting Date: (YYYY/MM)	Ending Date: (YYY	YY/MM)	Reason	on for Leaving:				
	Current Employer Reference:	Yes No							
-	,	,							
(	Candidate Signature:	Luke				Date: (dd/mm/yyyy) 31/01/2018			



### **Consent for Disclosure of Personal Information Employment References** Given Name(s): ▼ Middle Name(s): ▼ Surname: ▼ Rahul Srivastava Maiden Name: ▼ Given Name Alias: ▼ Middle Name Alias: ▼ Surname Alias: ▼ I authorize Sterling Talent Solutions to interview the references I have provided to collect information about my employment history and their opinions about my performance, qualifications and character, and disclose this information to the Company. I certify that the references are genuine, and that I have notified them of my intention to provide their contact information for this purpose and have obtained their consent to do so. I understand that attempting to provide false or fraudulent references may disqualify me from consideration by the Company. DO NOT list employers or people you do not want contacted. Sterling WILL contact all references listed below. Name of Company you worked at with the Reference: Reference's First Name: Reference's Last Name: Reference's Phone Number: Reference's Position: Reference's Email Address: Related to the Referee? Relationship with the Referee: Candidate's Position: Location: (City and/or Region) Starting Date: (YYYY/MM) Ending Date: (YYYY/MM) Reason for Leaving: Current Employer Reference: Yes No Name of Company you worked at with the Reference: Reference's First Name: Reference's Last Name: Reference's Phone Number: Reference's Position: Reference's Email Address: Related to the Referee? Relationship with the Referee: 5 Candidate's Position: Location: (City and/or Region) Starting Date: (YYYY/MM) Ending Date: (YYYY/MM) Reason for Leaving: Current Employer Reference: Yes No Name of Company you worked at with the Reference: Reference's First Name: Reference's Last Name: Reference's Phone Number: Reference's Position: Reference's Email Address: Related to the Referee? Relationship with the Referee: Candidate's Position: Location: (City and/or Region) Starting Date: (YYYY/MM) Ending Date: (YYYY/MM) Reason for Leaving: Current Employer Reference: Yes No

Date: (dd/mm/yyyy) 31/01/2018 Candidate Signature:



#### Consent for Disclosure of Personal Information **Employment Verifications** Given Name(s): ▼ Middle Name(s): ▼ Surname: ▼ Rahul Srivastava Given Name Alias: ▼ Maiden Name: ▼ Middle Name Alias: ▼ Surname Alias: ▼ I authorize Sterling Talent Solutions to collect the details of my employment, including fiduciary or directorship responsibilities, from current and past employers or their agents, and disclose them to the Company. If you have listed any other current employers on your resume but not through the eSurvey, does O Yes O No Sterling Talent Solutions have permission to contact them? ▶ Were you employed via an agency? ▼ Name of Company: ▼ Employee Number: ▼ O Yes O No If yes, please state agency name & location: ▼ Phone Number:(HR/General) ▼ Most Recent Position Held: ▼ 120 402 1400 Senior Software Developer Company Location: (City and/or Region) ▼ Reason for leaving: ▼ Starting Date: ▼ (YYYY/MM) Ending Date: ▼ (YYYY/MM) Noida Sector 126 Growth 2016-1 OYes ONo Current Employer? O Yes O No Permission to contact Current Employer Human Resources/Payroll? Were you employed via an agency? ▼ Name of Company: ▼ Employee Number: ▼ SDG software OYes ONo If yes, please state agency name & location: ▼ Phone Number:(HR/General) ▼ Most Recent Position Held: ▼ 120 401 4000 Software Developer 2 Company Location: (City and/or Region) ▼ Starting Date: ▼ (YYYY/MM) Ending Date: ▼ (YYYY/MM) Reason for leaving: ▼ Growth 2013-12 Noida sector 2 2016-1 O Yes O No O Yes O No Current Employer? Permission to contact Current Employer Human Resources/Payroll? Name of Company: ▼ Were you employed via an agency? ▼ Employee Number: ▼ BluePi Consulting Pvt. Ltd. O Yes O No Most Recent Position Held: ▼ If yes, please state agency name & location: ▼ Phone Number:(HR/General) ▼ 124 663 6500 Software Developer Company Location: (City and/or Region) ▼ Reason for leaving: ▼ Starting Date: ▼ (YYYY/MM) Ending Date: ▼ (YYYY/MM) JMD MEGAPOLIS, 455, 456, 457, Forth Floor., Growth 2013-1 2013-12 O Yes O No O Yes O No Permission to contact Current Employer Human Resources/Payroll? Current Employer? Were you employed via an agency? ▼ Name of Company: ▼ Employee Number: ▼ O Yes O No Most Recent Position Held: ▼ If yes, please state agency name & location: ▼ Phone Number:(HR/General) ▼ 4 Company Location: (City and/or Region) ▼ Reason for leaving: ▼ Starting Date: ▼ (YYYY/MM) Ending Date: ▼ (YYYY/MM) O Yes O No O Yes O No Current Employer? Permission to contact Current Employer Human Resources/Payroll? Were you employed via an agency? ▼ Name of Company: ▼ Employee Number: ▼ O Yes O No If yes, please state agency name & location: ▼ Phone Number:(HR/General) ▼ Most Recent Position Held: ▼ 5 Reason for leaving: ▼ Starting Date: ▼ (YYYY/MM) Ending Date: ▼ (YYYY/MM) Company Location: (City and/or Region) ▼ O Yes O No Oyes Ono Current Employer? Permission to contact Current Employer Human Resources/Payroll?

Candidate Signature:

Date: (dd/mm/yyyy) ▼

31/01/2018



#### **Consent for Disclosure of Personal Information Education Verification** Given Name(s): ▼ Middle Name(s): ▼ Surname: ▼ Rahul Srivastava Maiden Name: ▼ Given Name Alias: ▼ Middle Name Alias: ▼ Surname Alias: ▼ Date of Birth: (yy/mm/dd) ▼ 1989-3-24 I authorize Sterling Talent Solutions to collect the details of my educational history from educational institutions that I have attended and the Ministry of Education of any province where I have attended an educational institution, or their agents, and disclose them to the Company. **Secondary School Attended** Completed: ▼ Check One 区 School Name: ▼ Telephone Number: ▼ Yes ONo Ending Date: ▼ Starting Date: ▼ Location: ▼ Cegep or vocational studies (For Quebec only) Completed: ▼ Check One 🗵 School Name: ▼ Telephone Number: ▼ O Yes O No Location: ▼ Starting Date: ▼ Ending Date: ▼ Level Completed: ▼ Program: ▼ Student Number: ▼ ODEC OASP ODEP OAENS Post Secondary School(s) Attended School Name: ▼ Telephone Number: ▼ Completed: ▼ Check One 🗵 O Yes O No Dr Ram Manohar Lohia Avadh University Starting Date: ▼ Ending Date: ▼ Location: ▼ 2012-5 Uttar Pradesh 2009-6 Faizabad India Level Completed: ▼ Program: ▼ Student Number: V ☐ Certificate ☐ Diploma ☐ Degree **MCA** School Name: ▼ Completed: ▼ Check One 区 Telephone Number: ▼ Q Yes Q No Starting Date: ▼ Location: ▼ Ending Date: ▼ Month Level Completed: ▼ Program: ▼ Student Number: ▼ ☐ Certificate ☐ Diploma ☐ Degree School Name: ▼ Telephone Number: ▼ Completed: ▼ Check One 🗵 Oyes O No Starting Date: ▼ Location: ▼ Ending Date: ▼ Level Completed: ▼ Program: ▼ Student Number: ▼ ☐ Certificate ☐ Diploma ☐ Degree Candidate Signature: Date: (yyyy/mm/dd) ▼ 31/01/2018



		Disclosure o ia Criminal Re	of Personal Inform	ation			
I authorize Sterling Talent Sol agencies and other publicly a	lutions to collect police and court in vailable sources, and disclose this	records about me	and my inclusion on watch	h or sanctio	ns lists from po	olice, courts, go	overnment
Given Name(s): ▼		Middle Name(s	s): ▼				
Surname:▼	Rahul	Previous Name	e (Maiden): ▼				
Sr	ivastava		(				
Date of Birth: ▼ 1989-3-24	Father's Name: ▼ Virendr	a Kumar Srivasta	va				
yyyy mm dd							
	Ind Please provide the	ia Address he last 5 years of r	History residence in India.				
India Address - 1:▼	New Delhi		From: ▼	2014-5	To: ▼ 2018-2		
Unit Number	B110 - New Ashok Nagar N Street Number		Street Name	уууу	mm	уууу	mm
Delhi	Delhi		India	110096			
City  India Address - 2: ▼	Province/Sta	ate	Country	From: ▼		ostal Code/Zip Code  To: ▼	
	Wajir Gunj Chela Chav	wani		1	989-3	2013-	
Unit Number	Street Number		Street Name	уууу	mm	уууу	mm
Faizabad City	Faizaba Province/Sta			224001 Postal Code/Zip		224001 stal Code/Zip Code	
India Address - 3:▼				From: ▼		To:▼	
Unit Number	Street Number		Street Name	уууу	mm	уууу	mm
			India				
City	Province/Sta	ate	Country		Pos	stal Code/Zip Code	
Given Name(s): ▼	Middle N	lame(s): ▼		Surname: \	7		
Rahul					Srivas	tava	
Candidate Signature:	Rahub				Date: (dd/mm	/yyyy) <b>▼</b> 31/01/2018	



# Consent for Disclosure of Personal Information India Address Verification

I authorize Sterling Talent Solutions to collect and validate my address history and disclose it to the Company.

[a =			Г							
Given Name(s): ▼	Rahul		Middle Nam	e(s):▼						
Surname: ▼			Previous Na	me (Maiden): ▼						
	vastava	D'ade =			D-1(1	D'ada . w		NI-CPh		
Date of Name Change: ▼	Place of	Birth: ▼ Faizabad		India		1989-3-24			lationality: ▼ India	
yyyy mm dd		City		Country	уууу	mm	dd		ry of Citizenship	
National Identity Number: ▼ 279318101633		Social Security Numbe	er:▼	Passport Countr	y of Issue: ndia	▼ National Pa			Passport Number: ▼ M8382003	
		Res	idential A	ddress Histo	rv		I			
Current Address:▼						From: ▼		To: ▼	,	
B110 New Ashok nagar Ne			w Delhi		From: ▼ 2013-2		10. ▼			
Unit Number		Street Number		Street Name		уууу	mm	уу	yy mm	
Current Address - Continued Delhi	Current Address - Continued: ▼  Delhi  Delhi			India			110096			
City		Province/State	е	C	ountry			Postal Code	Postal Code/Zip Code	
Permanent Address:▼	manent Address: ▼ Wajir Gunj Chela Chawani					From: ▼ 1989-3		To:▼ 2013-1		
Unit Number		Street Number		Street Name		yyyy mm		yyyy mm		
Permanent Address - Contir	nued:▼	•		-						
Faizabad Utter Prade							2240			
City Province/State			е	Country			Postal Code/Zip Code			
Longest Stay In Last 7 Years Address: ▼ B110 , New Ashok Nagar Ne			ew Delhi		From: ▼ 2013-1		To: ▼	To:▼ 2018-2		
Unit Number		Street Number		Street Name		уууу	mm	уу	yy mm	
Longest Stay In Last 7 Years Address - Continued: ▼ Delhi  Delhi			India		110096					
City		Province/State	е	Co	Country Postal Code/Zip C			/Zip Code		
Given Name(s): ▼ Rahul		Middle Na	ame(s):▼			Surname: V		rivastava		
Candidate Signature:	Ral	w			1			l/mm/yyyy) 31/01/2		



## Consent for Disclosure of Personal Information Public Safety Verification

Public Safety Verification

I authorize Sterling Talent Solutions to collect police and court records about me and my inclusion on watch or sanctions lists from police, courts, government agencies and other publicly available sources, and disclose this information to the Company.

Given Name(s):

Rahul

Maiddle Name(s):

Surname:

Srivastava

Maidden Name:

Aliases, nicknames and any other names:

Date of Birth:

Candidate Signature: X	Date: (yyyy/mm/dd) 31/01/2018
------------------------	----------------------------------

1989-3-24 Month Day